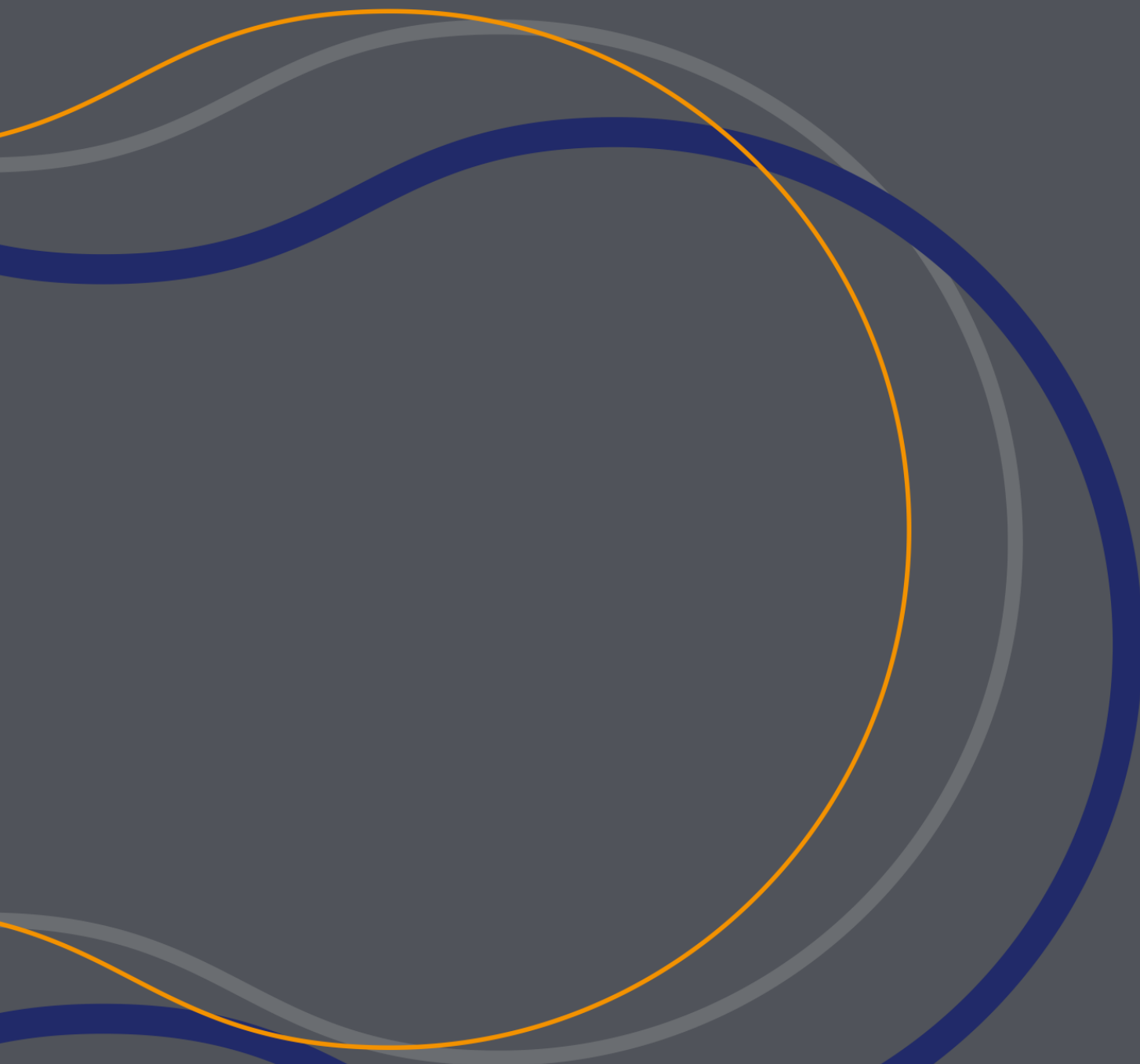




PRIVACY STANDARD

INDEPENDENCE GROUP NL





CONTENTS

1.	PURPOSE	3
2.	APPLICATION OF PRIVACY LAWS	3
3.	PERSONAL INFORMATION COLLECTED	3
4.	USE AND DISCLOSURE OF PERSONAL INFORMATION	4
5.	ACCESSING AND UPDATING YOUR PERSONAL INFORMATION	5
6.	THIRD PARTIES WHO SUBSCRIBE TO EMAIL ALERTS	5
7.	SECURITY OF PERSONAL INFORMATION	5
8.	CONTACT DETAILS	6

1. PURPOSE

Independence Group NL (**IGO**) is committed to respecting the privacy of your personal information. This Privacy Standard (the Standard) sets out our personal information management practices. It covers the following areas:

- Application of privacy laws;
- Personal information collected;
- Use and disclosure of personal information;
- Accessing and updating your personal information;
- Security of personal information; and
- Contact details.

Throughout this Standard, we refer to your “personal information” which means information which identifies you as an individual or from which your identity can be reasonably ascertained. Your personal contact details are examples of personal information.

References to “IGO”, “us”, “we”, “the Company” and “our” are references to Independence Group NL and its related bodies corporate.

IGO will disclose this Standard on its website.

2. APPLICATION OF PRIVACY LAWS

IGO is bound by the Australian Privacy Principles under the *Privacy Act 1988* (Cth) (as amended or superseded) and other applicable Commonwealth and State laws which protect your privacy.

IGO sometimes handles personal information relying on exemptions under these laws, for example in relation to:

- employee records;
- related bodies corporate;
- provision of services to government authorities; and
- operations outside Australia relating to personal information of non-Australians.

Any permitted handling of personal information under such exemptions will take priority over this Standard to the extent of any inconsistency.

3. PERSONAL INFORMATION COLLECTED

We only collect personal information that is necessary for our functions and activities.

If you are a customer, agent, supplier, contractor, adviser, financier, joint venture partner or business partner of IGO, or an employee of the above mentioned entities, we may collect personal information, such as your contact details, job title or position and expertise. We may also collect

other personal information about you for the purposes of matters connected with our relationship with you or your employer, including, but not limited to, providing you with information on our services, carrying out transactions with you and engaging under commercial terms with you. We may not be able to do these things without your personal information.

If you work for IGO, we may also collect your personal information for payroll, superannuation, health and safety, administration, security, insurance, staff management and contact purposes. Without your personal information, we may not be able to manage your employment with us.

If you apply for a position with us, we may collect information about your experience, character, qualifications and medical conditions, and do screening checks. We collect, use and disclose your personal information to assess your application, conduct screening checks and contact you about other positions. Without your personal information, we may not be able to further consider you for positions with us.

Generally, we try to collect personal information directly from you, however, there are certain situations in which we may collect personal information about you from someone else. In either case, we will take reasonable steps to ensure you are aware of the purposes for which the information is collected.

In certain circumstances we may collect sensitive information such as criminal record and medical information. We will only collect this information with your consent or otherwise in accordance with the law.

4. USE AND DISCLOSURE OF PERSONAL INFORMATION

We will generally use and disclose your personal information for purposes related to the main purpose for which the information was collected, or where you have consented to the use or disclosure.

We may provide personal information about you to:

- Members of the IGO group of companies;
- Service providers who assist us in providing our services, including organisations that assist IGO with archival, auditing, accounting, customer contact, legal, business consulting, banking, payment, debt collection, delivery, data processing, data analysis, information broking, research, investigation, insurance, website or technology services;
- Government authorities;
- In the case of staff, your health service providers and other representatives including unions and legal advisers; and
- Parties involved in the purchase or potential purchase of all or part of IGO's business.

We may otherwise use or disclose your personal information where required or authorised by law or court order, which may include emergency situations and assisting law enforcement agencies.

Some of the third parties referred to above (including our service providers) may be located in the countries in which IGO operates. While those third parties will often be subject to confidentiality or privacy obligations, you acknowledge that they may not always follow the particular requirements or procedures under Australian privacy laws.

5. ACCESSING AND UPDATING YOUR PERSONAL INFORMATION

We take reasonable steps to make sure that the personal information we collect, use and disclose is accurate, complete and up-to-date.

To make a request to access or correct any personal information we hold about you, or to raise any privacy concerns, please contact us using the “Contact Details” set out below. We ask that you provide us with as much detail as you can about the particular information you seek, in order to help us retrieve it. We may need to verify your identity.

In certain circumstances, we may not be required by law to provide you with access or to correct your personal information. If that is the case, we will give you our reasons for that decision.

Where you express any concerns that we have interfered with your privacy, we will respond to let you know who will be handling your matter and when you can expect a further response.

6. THIRD PARTIES WHO SUBSCRIBE TO EMAIL ALERTS

IGO ensures subscribers to email alerts are aware of its privacy statement prior to subscribing for the alerts.

When third parties subscribe to IGO’s email alert service, IGO will do the following:

- Record their e-mail address;
- Only use their e-mail address for the purpose it has been provided;
- Not add the email address to a mailing list (unless specifically requested); and
- Not disclose the email address without the third party’s consent.

Users of the IGO website should be aware that cookies may be stored on their computer (“computers” includes personal computers, labtops, smart tablets and smart phones). A 'cookie' is a short text file that may be stored on a computer when a website is visited. When a third party accesses or views IGO’s website, the third party is made aware that a cookie may be downloaded to their computer by an external company that provides share price details and charts for the IGO website. These cookies do not collect or track any personal data or information about individuals, however may be used by IGO to review how its website is used so that IGO may enhance the accessibility of its website. IGO will not use cookies or other tracking data to circulate advertising or promotional material.

7. SECURITY OF PERSONAL INFORMATION

Irrespective of whether personal information is stored electronically or in hard copy form, we take reasonable steps to protect the personal information we hold from misuse, loss, destruction, unauthorised access, modification or disclosure. As far as permissible under the law, IGO accepts no responsibility for unauthorised access to personal information held by IGO.

8. CONTACT DETAILS

If you have any questions, concerns or feedback about privacy, please contact the Company Secretary at:

Independence Group NL, PO Box 496, South Perth, WA 6151

Phone: 08 9238 8300

Email: contact@igo.com.au, Attention: the Company Secretary